

BRISTOL WARREN REGIONAL SCHOOL COMMITTEE MEETING
MONDAY, JULY 11, 2005

The monthly meeting of the Bristol Warren Regional School Committee was held on Monday, July 11, 2005, in the Cafeteria of Mt. Hope High School, 199 Chestnut Street, in Bristol, RI. The Chairperson, Marjorie J. McBride, called the meeting to order at approximately 5:30 p.m.

Present: Marjorie J. McBride, William A. Estrella, Jr., Thomas E. Skuba, Paul E. Brule, Joyce M. Kinsella, John P. Saviano and Beverly Z. Travers; Edward P. Mara, Ed.D., Superintendent of Schools; Donna Bettencourt-Glavin, Assistant Superintendent for Curriculum and Grants; Jane F. Correia, Director of Administration and Finance; and Kevin McAllister, Esq.

Absent: William M. O'Dell and Paul Silva

OPENING BUSINESS

All present were invited to join in the Pledge of Allegiance to the flag.

PUBLIC COMMENT

Regarding the Rockwell Principal, Mrs. Latessa:

1) S. Michael Minutelli, Rockwell grandparent, said he was impressed by the cleanliness of the school and school yard, the school always had seasonal decorations; he would rate Mrs. Latessa as a “4 - 0”; she created trust and respect at Rockwell; his own investigation revealed the teachers were also impressed with Mrs. Latessa. He said, “You cannot please everyone,” and asked the Committee to seriously consider keeping Mrs. Latessa.

2) Jean Pierce, a Rockwell parent, said Mrs. Latessa is an excellent leader whose main concern is the children and their well-being; she has always supported Mrs. Latessa, even with the hard decisions she has had to make; the majority of the people support her and feel she should return as Principal.

3) Debbie Brzozowy, a Rockwell parent, is extremely pleased with her children’s education; the school is safe and clean; she holds Mrs. Latessa in high regard.

4) Amy Waddell, Rockwell parent and PTO member, spoke on behalf of another parent who relocated from Seekonk—Mrs. Latessa is personable and approachable, has done an excellent job and always makes time for questions.

5) Kerry Santerre, a Rockwell parent, said Mrs. Latessa is a fantastic principal; she feels it would be a bad idea to bring in someone new

with the impending construction.

6) Nick Mansi, a Rockwell parent, said his son was very afraid when starting school and Mrs. Latessa made him feel very comfortable; she makes all the children feel comfortable; he feels his son is in good hands.

CONSENT AGENDA

Mr. Estrella, seconded by Mr. Skuba, motioned to approve the consent agenda. There being no discussion, the motion passed by a vote of 6 to 0. Mrs. McBride chose not to vote.

Mr. Estrella motioned to seal the minutes to the June 27 Executive Session; Ms. Travers seconded. The motion passed by a vote of 6 to 0.

Announcement

Mrs. Correia asked that for School Committee meetings during the summer, since no custodial staff is on duty in the evenings, the front doors of the building be locked for security reasons and only the doors to the cafeteria be used; this will be noted in the newspaper and signs posted on the front doors.

BUDGET/FACILITIES SUBCOMMITTEE

Mr. Skuba said a meeting is tentatively scheduled for Thursday, July 21 at 5:30 PM; the main agenda item will be use of the savings from the Governor's pension reform proposal.

POLICY/COMMUNITY AFFAIRS SUBCOMMITTEE

Recommendation #PC 2005-07: That the School Committee, upon the recommendation of the Policy / Community Affairs Subcommittee, approve the revised School Committee Policy JHCC Communicable Diseases (Second Reading)

Mr. Estrella motioned to approve; Ms. Travers seconded. The motion passed by a vote of 6 to 0; Mrs. McBride chose not to vote

Recommendation #PC 2005-09: That the School Committee, upon the recommendation of the Policy / Community Affairs Subcommittee, approve the revised School Committee Policy IIAA Textbook Selection and Adoption (Second Reading)

Mr. Estrella motioned to approve; Ms. Travers seconded. The motion passed by a vote of 6 to 0; Mrs. McBride chose not to vote.

Recommendation #PC 2005-10: That the School Committee, upon the recommendation of the Policy / Community Affairs Subcommittee, approve the revised School Committee Policy GBEB Aids (First Reading)

Mr. Estrella motioned to approve; Mrs. Kinsella seconded. The

motion passed by a vote of 6 to 0; Mrs. McBride chose not to vote.

PERSONNEL / CONTRACT NEGOTIATIONS SUBCOMMITTEE

Nothing to report at this time.

CHAIRPERSON'S INITIATIVES

Building Committee Issues

Mrs. McBride voiced frustration with the Bristol Planning Board in regards to the Rockwell Bond Project—they have “thrown everything in front of us to slow us down.” The bond referendum is a package; we will have to be very meticulous with the Colt Andrews project. This creates a dilemma because money is tight. We will be asking for a meeting with the Bristol Town Council and Planning Board to ascertain what we can expect for Colt Andrews. Mrs. McBride is disappointed and disheartened; a resolution must be worked out soon. She said it is incumbent on all of us to make sure the bond the public passed comes to fruition. The recommendation for Project Manager cannot be acted upon tonight; more work needs to be done.

Mr. Skuba added that the Building Committee is adamant that the projects in both towns move forward as a whole; help is needed from the Town and we need to fast track Colt Andrews and Hugh Cole.

Mrs. McBride wished to clarify that Mr. Estrella's statement on which a comment was made in the newspaper, belongs to Mr. Estrella alone, not the entire Committee.

Dr. Mara said the Office of Civil Rights must see some progress on the Colt Andrews project or we be forced to renovate to be compliant or shut down—we have been put on notice.

It is suspected that underlying issues are the cause of these obstacles from the Town.

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

S2005-29 A-G: CONSENT AGENDA – PERSONNEL

A. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions listed below:

1. Scott Pellerin Mathematics Teacher – Mt. Hope High

**Effective: For the 2005-06 school year, pending
receipt of certification**

Reason: To fill a vacancy

(Resignation – T. May)

Funding: Operational Budget (1st Step)

2. Jessica Achadinha Mathematics Teacher – Mt. Hope High

Effective: For the 2005-06 school year only,
pending satisfactory completion of pre-
employment requirements

Reason: To fill a leave of absence vacancy
(LOA – J. Lero)

Funding: Operational Budget (3rd Step)

3. Julie A. Albernaz Mathematics Teacher – Kickemuit Middle

Effective: For the 2005-06 school year only,
pending satisfactory completion of
pre-employment requirements

Reason: To fill a leave of absence vacancy
(LOA – L. Prazeres)

Funding: Operational Budget (5th Step)

4. Leslie J. Anderson Special Education Head Teacher/Coordinator -

Effective: For the 2005-06 school year

Reason: To fill a vacancy
(Position Re-Posted)

Funding: Operational Budget

B. EXTENDED SCHOOL YEAR (ESY) SERVICES PROGRAM: That the
School Committee confirm the recommendation of the
Superintendent to appoint the following individuals for the Summer

2005 session only of the Bristol Warren Regional Extended School Year (ESY) Services Program contingent upon sufficient enrollment:

Name Position

- 1. Jennifer L. Beskid Preschool Special Educator**
- 2. Merry Kaplan * Preschool Special Educator**
- 3. Noreen Lapointe Elementary Special Educator**
- 4. Erica Peters Secondary Special Educator**
- 5. Marguerite Crocker School Nurse/Teacher**
- 6. Denise Little School Nurse/Teacher**
- 7. Steven Brown Substitute Special Educator**
- 8. Susan Hay Pease Substitute Special Educator**
- 9. Paula Gabriele Preschool Teacher Assistant**
- 10. Cecelia Mellor Preschool Teacher Assistant**
- 11. Lisa Macedonio Secondary Teacher Assistant**
- 12. Frances Nunes Secondary Teacher Assistant**
- 13. Louise Pouliot Substitute Teacher Assistant**

*** Pending satisfactory completion of pre-employment requirements**

C. EXTRACURRICULAR ACTIVITIES: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the extracurricular positions listed below for the 2005-06 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

FALL COACHES

Sport Position Coach

- 1. Cheerleading (Fall) Coach Sharon Lombardo**
- 2. Cross Country Head Coach Jon Lawson**
- 3. Football Head Coach Thomas J. DelSanto**
- 4. Soccer (Boys) Head Coach Herman Mello**
- 5. Volleyball Head Coach Dana Senecal**

D. CLASSIFIED SUBSTITUTE: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following application for a classified substitute pending satisfactory completion of pre-employment requirements:

TEACHER ASSISTANTS

- 1. Linda Dorfman**

E. LEAVE OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant a leave of absence for an Elementary Teacher as follows:

- 1. Joy N. Richardson Grade One Teacher – Hugh Cole**
Effective: September 18, 2005, for 6-8 weeks
Reason: Maternity leave in accordance with
Article 21, Section L1 of the Master

Agreement

Grade One Teacher – Hugh Cole

**Effective: Upon completion of Maternity Leave
through January 3, 2006**

**Reason: Parental leave in accordance with
Article 21, Section L2 of the Master
Agreement**

**F. SUSPENSION, NONRENEWAL AND/OR TERMINATION OF
CERTIFIED PERSONNEL: That the School Committee confirm the
recommendation of the Superintendent to rescind the vote of
February 14, 2005 as to the following listed teacher:**

Name

Timothy P. May

**G. RESIGNATIONS: That the School Committee confirm the
recommendation of the Superintendent to accept the resignations
listed below:**

1. Timothy P. May Mathematics Teacher – Mt. Hope High

Effective: June 17, 2005

Reason: Personal

2. Monique L. Latessa Principal – Rockwell

Effective: June 30, 2005

Reason: Personal

Recommendation #S 2005-27: That the School Committee, upon the recommendation of the Superintendent, approve the Administrators' salaries for 2005-2006 (tabled at the June 27, 2005 Meeting). (See report of the Dir. of Admin.)

Mr. Brule: Does not feel Kickmuit Middle School is run properly, parents do not get the respect they deserve and the administrators there do not deserve a raise.

Mr. Saviano: In response to Mr. Saviano's question about whether pay increases are based on the merit of the administrator being in a low, moderate or high performing school, Dr. Mara said his recommendations are based on school performance, as well as portfolios and pointed out that the total pay raise for administrators is \$61,200; he added that Kickemuit had an outstanding SALT report.

Mrs. Kinsella: While not satisfied with the entire package, supports it at this point in time with the expectation that progress in this direction continue and strengthen.

Ms. Travers: Agreed that this is a good beginning, more is needed and expectations must be set.

Mr. Estrella: As requested, Dr. Mara has developed an evaluation tool that looks at salary adjustments based on performance, sending the message that performance at the expected level will be recognized; this is the first time that performance based recognition and motivation has been used in this district for any employee.

Mr. Skuba: Feels the vast majority of our administrators do an excellent job but disagrees that these raises are based on merit; he cannot support the recommendation and would like to have a task force of School Committee members look at merit pay systems from other districts. He would also like to see merit pay for teachers.

On a show of hands, the motion passed by a vote of 4 to 3 with Mr. Brule, Mr. Saviano and Mr. Skuba voting no. (Mrs. McBride voted yea.)

Recommendation #S 2005-30: That the School Committee, upon the recommendation of the Superintendent, approve the appointment of Dr. Michael Baaklini as the Bristol Warren Regional School Physician for the 2005-2006 school year.

Ms. Travers motioned to approve; Mr. Skuba seconded. The motion passed by a vote of 5 to 0; Mrs. Kinsella recused herself and Mrs. McBride chose not to vote.

Recommendation #S 2005-31: That the School Committee, upon the recommendation of the Superintendent, approve the appointment of Dr. Paul Kotuby, as the Bristol Warren Regional School Dentist for the 2005-2006 school year.

Ms. Travers motioned to approve; Mrs. Kinsella seconded. The motion passed by a vote of 6 to 0. Mrs. McBride chose not to vote.

Recommendation #S 2005-32: That the School Committee, upon the

recommendation of the Superintendent, approve the Project Manager for the Colt/Andrews and Hugh Cole Bond Projects.

Mr. Estrella motioned to table to the next meeting. Mr. Saviano seconded. The motion passed unanimously.

Recommendation #S2005-33: That the School Committee, upon the recommendation of the Superintendent, empower the Building Committee to negotiate with the lowest qualified bidder for the Rockwell Bond Construction Project.

Mr. Estrella motioned to approve; Ms. Travers seconded. Mr. Brule questioned the bid process. Mr. Skuba motioned to amend the recommendation to strike “lowest” and add “s” to the word “bidder.” Attorney McAllister advised that this approach would need to be advertised and approved by the General Assembly. Mr. Skuba withdrew his motion to amend; he stated the Building Committee was concerned about bids received for the bus loop and felt the best price could be gotten by negotiating with all three. Options are to negotiate with the lowest bidder or go back out to bid. Mr. Estrella cautioned that as time passes, the cost of materials increases. The motion to approve passed unanimously.

EXECUTIVE SESSION – 6:37 PM

In accordance with Open Meeting Laws 42-46-5(a)(1)-(9), 2(b), Mr. Estrella, on behalf of the Superintendent, motioned to go into Executive Session at 6:37 PM for personnel. Mr. Skuba seconded.

The motion passed unanimously. No votes will be taken.

RESUMPTION OF MEETING – 6:58 PM

Discussed in Executive Session was personnel.

ADJOURNMENT – 7:00 PM

There being no further business to discuss, Mr. Skuba, seconded by Mrs. Kinsella, motioned to adjourn at 7:00 PM. The vote passed unanimously.

Respectfully submitted,

Thomas E. Skuba, Treasurer

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